

MASS
EA33.1/3:
983/984

* UMASS/AMHERST *



312066 0271 2788 6

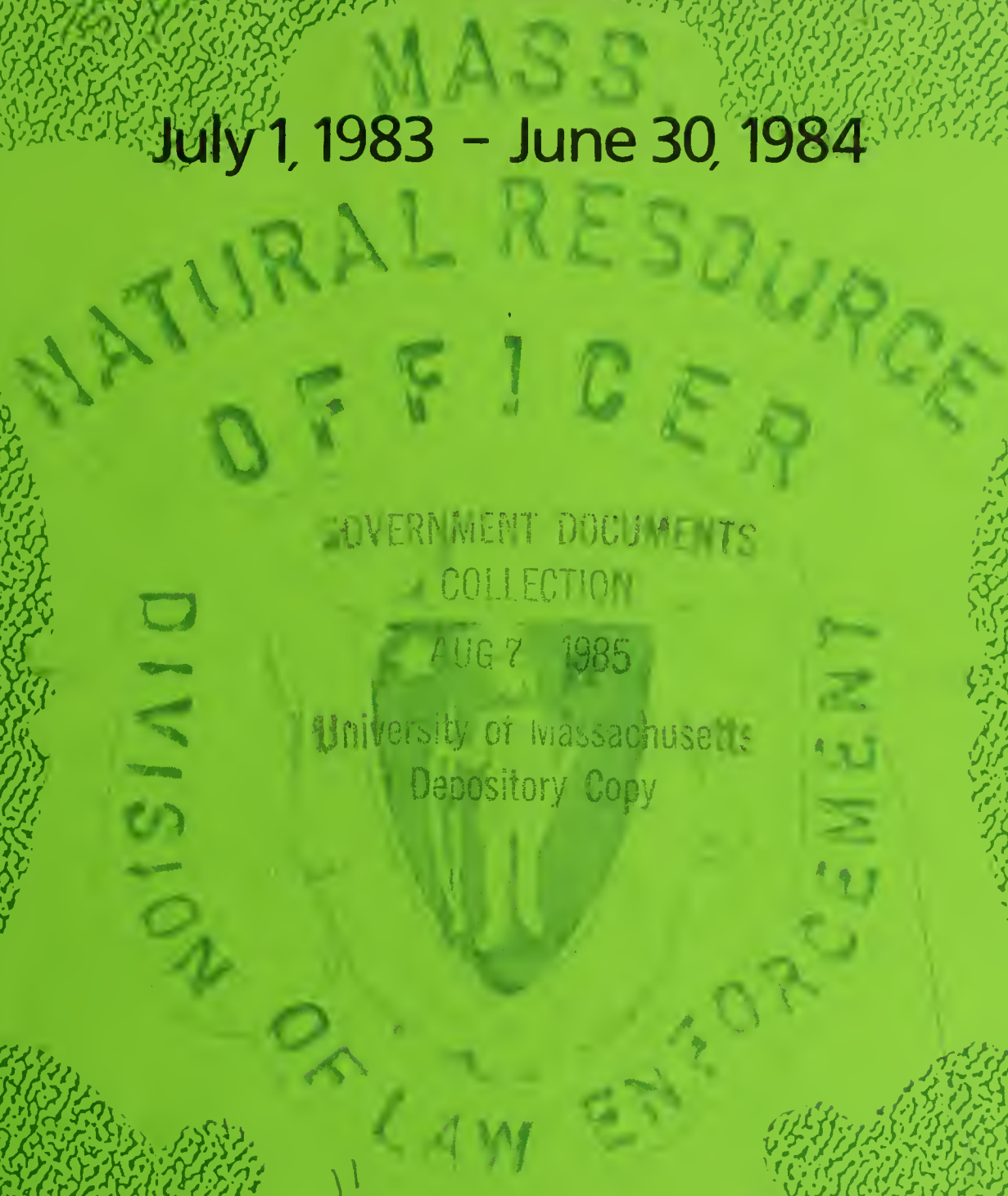


MASS. EA33.1/3: 983/84

U OF MASS/AMHERST LIBRARY

ANNUAL REPORT

July 1, 1983 - June 30, 1984



Massachusetts Division of Law Enforcement

Allan McGroary, Acting Director



Digitized by the Internet Archive
in 2013 with funding from
Boston Library Consortium Member Libraries

<http://archive.org/details/annualreportjuly00mass>

613

Commonwealth of Massachusetts
Department of Fisheries, Wildlife & Recreational Vehicles

Division of Law Enforcement

ANNUAL REPORT
July 1, 1983 - June 30, 1984



The Commonwealth of Massachusetts
Department of Fisheries, Wildlife & Recreational Vehicles
Division of Law Enforcement
100 Cambridge Street, Boston 02202

April 10, 1985

Walter E. Bickford, Commissioner
Department of Fisheries, Wildlife and Recreational Vehicles
100 Cambridge St.
Boston, Ma. 02202

Dear Commissioner Bickford:

With great pleasure, I would like to present the FY 83-84 Annual Report for the Division of Law Enforcement.

This report is intended as an informational document that summarizes the present status and defines the future goals of the Division of Law Enforcement.

This document and subsequent annual reports will allow you to monitor the Division's response to the challenges created by increasing pressure on our dwindling natural resources and by threats to environmental quality.

It is our goal to give a reasonably complete and accurate overview of Law Enforcement's activities to provide a base for future management.

Sincerely,

Allan McGroary

Allan McGroary
Acting Director

AM/ec

TABLE OF CONTENTS

Introduction.....	1
Summary	
Management.....	3
Enforcement.....	4
Budget.....	5
Organizational Chart.....	6
Operations	
General.....	7
Inservice Training.....	9
Support Services.....	10
Undercover Operations.....	11
Hazardous Waste.....	11
Regional Reports.....	13
Hunter Safety Program.....	21
National Marine Fisheries Cooperative.....	22
Citations.....	23
Awards Presented to the Division and Natural Resource Officers.....	29
Division Evaluation.....	31
Division Goals for Fiscal 1985.....	35

INTRODUCTION

Natural Resource Officers of the Division of Law Enforcement are an armed and uniformed unit invested with general police powers which can be exercised throughout the Commonwealth. Although officers in the regular performance of their duties enforce all of the general laws of the Commonwealth, their specific mission is defined as follows:

Mission Statement

The Division of Law Enforcement's legislated responsibility is to provide investigative and enforcement capabilities for agencies within the Executive Office of Environmental Affairs. The enforcement efforts of Natural Resource Officers insure compliance with statutory and management regulations designed to protect our natural resources, as well as providing income to these agencies from license revenue.

The Division has a duty to provide the citizens of the Commonwealth with effective, uniform, and impartial law enforcement which contributes to the enjoyment and proper use of the environment. This mission, in addition to providing support services to commercial and fur industries, includes public relations, education and the protection of public health and safety.

Division of Law Enforcement management efforts in the past year have been directed toward two areas of major significance:

(1) The formation of an acceptable merger proposal, between the Division of Law Enforcement and the Division of Marine and Recreational Vehicles, has been accomplished. More than seventy meetings were held with management personnel, union committees and various state agencies. These meetings resulted in the creation of a merger bill which is presently before the Massachusetts legislature. As of this writing, the involved unions as well as most constituent groups and both are in support of this bill.

(2) The other area of major accomplishment by management was an increased effort to provide adequate support and guidance to Natural Resource Officers. These are outlined in the General Summary of this report.

In order to keep the Division as close to full strength as possible, 11 provisional officers were hired during this fiscal year. Total Division strength consists of 81 persons. Land-based field strength consists of 48 officers and 6 supervisors; Boat-based field strength consists of 10 officers and one supervisor. District 51, comprised of Sudbury, Framingham, Wayland, Natick, Sherbourne, Ashland, and Southboro, is the only vacant position remaining. These new officers have helped greatly by shortening response time, by providing adequate regional coverage, and by increasing the overall effectiveness of the Division.

The replacement of 32 cruisers has also contributed to better enforcement during the second half of fiscal 1984.

Much time and effort has gone into the preparation of this Annual Report for fiscal 1984. The Division staff has compiled this document to provide details on the Division of Law Enforcement's current performance and goals. We hope this report will prove informative.

SUMMARY

Management

During the past year, management personnel have implemented the following changes designed to provide support and to increase the effectiveness of field officers and to facilitate future planning:

° A policy committee was formed consisting of Assistant Director Sam Ameen, Supervisor Edwin Lawler, Natural Resource Officer Association (NROA) President Thomas Schnare, and Natural Resource Officer James Hanlon. This committee compiled the following policies which became effective on the dates noted below.

Use of firearms	10-03-83
Use of force	10-21-83
High speed pursuit	10-21-83
Transportation and handling of prisoners	11-07-83
Advising defendants of rights	11-22-83
Procedure for Chapter 90B citations	11-22-83
Violators in Division cruisers	11-22-83
Use of personnel data file	01-01-84
Education	01-01-84
Overtime and detail assignments	01-21-84

° A list of Criminal Justice Training Academy courses were distributed and officers were permitted to attend during work hours.

° Natural Resource Officer Robert Studley was appointed Firearms Instructor with Natural Resource Officer Thomas Rabbitt was named as Armorer and Assistant Instructor.

° Clifton Valler was appointed and certified as CPR and First Responder Instructor.

° A monthly newsletter was instituted to keep officers informed of activities around the state and developments in the Boston office.

° A work summary form was instituted to provide essential statistical data needed to justify programs, and to evaluate and measure progress.

° A list of suggested improvements and equipment needs was requested from all officers and supervisors. A precedence chart was then used to list all suggested improvements in order of priority. This list by priority follows below.

1. Annual Firearm Qualifications
2. Creation of Senior Natural Resource Officer positions
3. Increased overtime available
4. 70,000 mile cruiser trade-ins
5. Increased enforcement training
6. CPR and First Responder Training
7. Improved patrol methods

8. Addition of twenty 4-wheel drive vehicles
9. Improved public relations
10. Radio Dispatcher training
11. Vacant positions filled within 60 days
12. Fully-trained and equipped Search & Rescue Team
13. One supernumerary officer for each region
14. One regional officer for each region
15. Equipment storage in each region
16. Improved Division forms
17. Updated radio codes
18. Distribution of Annual Report
19. Office Supply Allowance for each officer
20. Snare and carrying cages for all Inland officers

Each item was evaluated for practicality, ease of implementation and cost. Every effort was made to implement as many improvements as possible toward the above suggestions. Items 1, 3, 4, 6, 8, 9, 15, 16, and 18 were either completely implemented or, in some cases such as Item 16, portions were implemented with continued improvements planned. Item 7 is under study with related changes expected in the coming fiscal year.

- ° A Division Mission Statement and goals for fiscal 1985 were completed.
- ° Staff meetings were held monthly.
- ° Supervisors submitted regional work plans for fiscal 1984.
- ° A coastal enforcement plan is in progress with completion expected in the Fall of 1984.
- ° A Division Evaluation Questionnaire was sent to all officers on 7-01-84. The results of this questionnaire are reported on pages 31-34.

Enforcement

Statistical data that documents enforcement is listed below. Because this data was not put in an easily retrievable form until August of 1983, all figures represent the fiscal year 1984 minus the month of July.

Land-Based Enforcement Officers	
Persons checked	108,967
Warnings issued	1,457
Non-criminal citations	1,879
Prosecutions	870
Arrests	222
Total Hrs. worked	89,894
Vehicle miles driven	948,865
*Hrs. of boat patrol	1,911

(* Land-Based hrs. only, Boat-based officers are on duty 24 hrs./day.)

Boat-Based Enforcement Officers

Fishermen checked	4,702
Vessels checked	1,808
Warnings issued	231
Non-criminal citations	82
Prosecutions	102
Hrs. underway	3,520
Miles cruised	34,569

Budget

Comparison of Expenditures

	<u>FY 1983</u>	<u>FY 1984</u>
01 (Personnel Costs)	\$1,360,216	\$ 1,451,894
02 (Other Salaries)	93,292	175,579
03 (Sheriff and Constable Fees)	413	421
05 (Clothing - New and Cleaned)	25,045	15,087
06 (Housekeeping)	2,890	3,132
08 (Heating Oil and Gas)	2,089	2,069
10 (Gasoline & Diesel & Travel)	177,570	147,799
12 (Maintenance and Repairs)	48,800	46,923
13 (Police Supplies)	10,673	11,463
14 (Administration)	22,840	24,184
15 (Equipment)	57,410	79,995
16 (Rental)	15,112	51,530
	<hr/>	<hr/>
Totals:	\$1,816,440	\$2,010,076

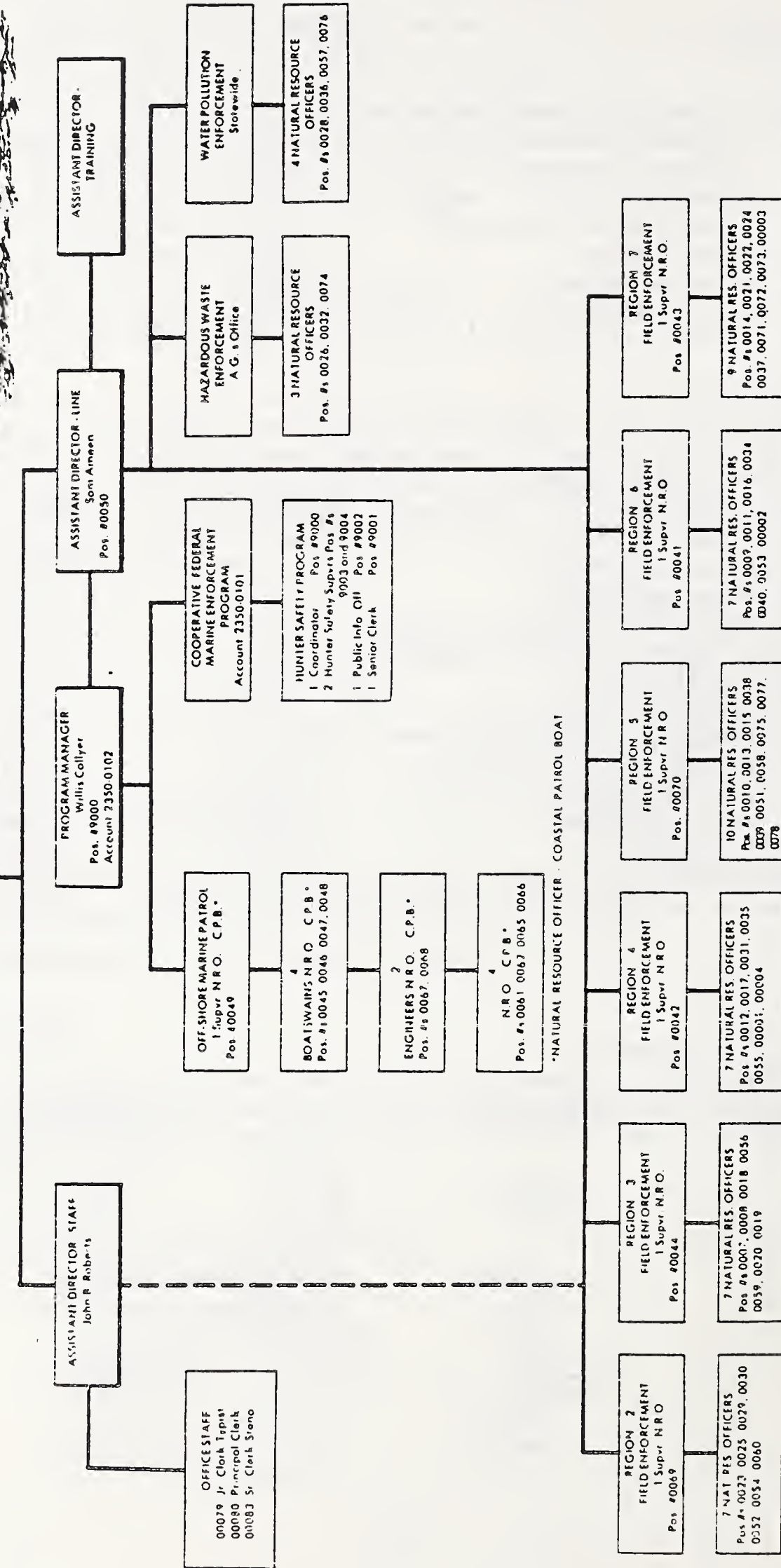
Total Fines Collected

<u>Region</u>	<u>Court Cost</u>	<u>Fines</u>	<u>Restitution</u>
2		\$990	
3	\$11,935	26,230	\$250
4	5,275	10,433	100
5		9,103	
6	1,330	6,865	2,738
7		7,435	3,265
8		12,790	
	<hr/>	<hr/>	<hr/>
	\$18,540	\$73,846	\$6,353

ORGANIZATION CHART DIVISION OF LAW ENFORCEMENT DEPARTMENT OF FISHERIES, WILDLIFE & RECREATIONAL VEHICLES (G.L. - Ch. 21 - Sec. 6)



- 4 Command Staff
- 1 Program Manager
- 7 Supervising Natural Resource Officers
- 4 Office Staff - Non-enforcement
- 4 NRO Boatmen - Coastal Patrol Vessels
- 4 NRO Boatmen - Coastal Patrol Vessels
- 2 NRO Engineers - Coastal Patrol Vessels
- 3 NRO A.G.s - Office - Hazardous Waste Enforcement
- 4 NRO Water Pollution - Assigned District Enforcement
- 1 H.S. Coordinator
- 2 H.S. Supervisors
- 1 Public Information Officer



Designed and Printed by Central Reproduction Services Executive Office for Administration and Finance

OPERATIONS

General

In the past fiscal year, the Division has improved its performance for the Commonwealth and her citizens. The success of all state environmental programs depends to a large degree upon how well the public conforms to existing laws and regulations. It is, therefore, obvious that efficient law enforcement is a prerequisite to the success of many environmental efforts. Such enforcement was designed to insure the wise use of our natural resources while perpetuating them for the use and enjoyment of future generations. One cannot understand the results of environmental abuses without recognizing the urgency and need for efficient law enforcement.

In addition to the direct enforcement of laws and regulations, some of each officer's time and attention is devoted to preventative enforcement. This effort is largely aimed at increasing public knowledge and understanding of Departmental programs and objectives, and thereby insuring better public acceptance and compliance with related laws and regulations. As the public has become more interested in the quality and pressures on our natural resources, we receive more requests for information, and more complaints against violators.

Every effort has been made through selection, supervision, and equipment to enable the Division to produce the maximum amount of desired effect with the available resources. More effective patrol pressure and coverage were maintained by shifting personnel between districts and regions as local and seasonal demands required.

Many sportsmen comment that fines for fish and game violations have not increased much in the last 30 to 40 years...even though spiralling inflation has increased the dollar value of fish and game products. It is felt light fines do little to discourage such violations and seem, at times, to encourage the violator. Hence, many violators find fish and wildlife crimes attractive and even profitable.

Using officially marked vehicles, Natural Resource Officers patrolled a total of 1,033,865 miles in their efforts to maintain reasonable enforcement control. Unmarked vehicles were often pressed into service to cope with special situations.

The Division has recently acquired Telemetry Detection equipment. Division officers place a transmitting device into items and monitor the movement of said articles being transported by a suspect. In the past year, the use of this telemetry equipment has produced outstanding convictions of violators.

Search and rescue work continued in cooperation with other agencies. It is worthy to note that approximately 50 percent of such efforts were on the behalf of the general public and not directly related to hunting or fishing. The balance of rescue work involved activities such as people lost in the woodlands, or delayed in returning home, disabled boats or vehicles, downed aircraft, etc.

In addition to routine patrols, concentrated surveillance of certain state recreation areas was provided to reduce vandalism and other related problems. A high number of warnings were given out at these sites and narcotics accounted for a high proportion of the arrests. Additional equipment will be necessary to maintain coverage of these recreational facilities.

The Division continued use of 24 hour patrols in certain shellfish harvesting areas of the Commonwealth, due to the Department of Public Health's determination that shellfish from these areas were unfit for food purposes and posed a danger to the public health. Upon notification of contamination by Gonyaulax tamarensis (Red Tide), land and boat patrols were substantially increased on all tidal waters and flats located within the communities affected.

This year a strike force of Natural Resource Officers was assigned to patrol the North and South shore coastal areas for detection of illegal lobstering activities. This task force remained active throughout the summer months and proved to be very effective. The fishing industry supported this method and encouraged the Division to continue the operation.

In addition to their responsibilities enforcing state environmental laws, officers participated in other Departmental activities, including surveys and investigations, hunter safety training and public information programs. The emphasis on enforcement required more time on patrol at peak hours. In addition to the enforcement activities outlined on the following pages, personnel performed the following functions:

- * Search and recovery of drowning victims and lost persons.
- * Relayed emergency information to fishermen, hunters, and campers.
- * Investigated numerous predator and nuisance animal complaints.
- * Administered first aid at the scene of accidents and assisted stranded motorists.
- * Assisted both state and local police in gathering information and in the recovery of stolen vehicles and other property.
- * Provided assistance to boaters, including recovery of drifting boats of very high value, refloating of boats grounded on shoals, and towing of other disabled vessels into port.

Inservice Training Program

A total of 4,584 hours, amounting to 573 work days, was devoted to in-service training of Division of Law Enforcement Officers. Firearms re-qualification for field personnel accounted for 408 hours. All of the enforcement personnel from the rank of supervisor down met the mandated in-service training requirements for recertification. Natural Resource Officer Robert Studley, as the certified firearms instructor of many years standing, will be attending with Natural Resource Officer Thomas Rabbitt, the Smith & Wesson Firearms Armorer School at Springfield, MA. Their attendance at the Armorer School will enable this Division to have two qualified firearms experts on-staff to repair defective firearms and to provide firearm instruction.

Cardiopulmonary Resuscitation (CPR) and First Responder instruction conducted by Natural Resource Officer Clifton Valler provided re-certification for Division officers. Nineteen officers received First Responder training amounting to 198 hours. Eighteen officers received CPR training amounting to 144 hours. Such training will continue to be offered as required.

This year the officers of the Division were assembled at each regional headquarters for day-long seminars on enforcement techniques and policy changes. The constantly changing Marine Fisheries regulations required numerous meetings between Division officers and representatives of Marine Fisheries to convey instructions on the application of enforcement. Natural Resource Officers assigned to both coastal and inland areas attended an instructional meeting conducted by Marine Fisheries personnel at the Massachusetts Lobster Hatchery on Martha's Vineyard.

Massachusetts Natural Resource Officers from the Berkshire region attended a joint meeting with Conservation Enforcement Officers from the states of New York, Vermont, and Connecticut. The meeting afforded personnel the opportunity to become fully aware of the instate and interstate problems experienced by other states. This will, hopefully, enhance future enforcement efforts conducted between the various states' agencies.

Several officers are continuing their education at various colleges throughout the state. Most of them are taking two or more courses per semester. The Division and the public have benefitted, by having better trained officers performing their required duties in an efficient manner.

A program relative to enforcement of commercial fisheries law and surveillance of off-shore fishing fleets was presented by the Regional Supervisor of the National Oceanic and Atmospheric Administration this year. All officers working coastal areas were brought up to date on the revised Mammal Protection Act, recently enacted federal fisheries regulations, and the enforcement problems experienced at the federal level.

Assistant Director Ameen attended the Northeast Wildlife Conference at Ocean City, Maryland and participated in the Conservation Law Enforcement Chiefs Organization for purposes of enabling all states to present a more unified effort in obtaining federal funds under the Law Enforcement Assistance Act, etc. The United States is presently divided into six Regional Chief Associations, all with similar goals but with no central unity of command.

Supervising Natural Resource Officers participated in the Annual Massachusetts Harbor Masters Seminar conducted at the United States Coast Guard Base in Boston. Various government agencies involved in marine activities had the opportunity to keep each other abreast of changing laws, duties and jurisdiction. Information received at this meeting was then relayed to district officers.

The Division has endeavored to further refine the expertise and capabilities of undercover officers by sending them, when expenses permit, to the U.S. Treasury Training Center's Covert Operations School at Glynnco, Georgia. To date, six Natural Resource Officers have attended the training school, which has resulted in the detection and apprehension of criminals functioning in organized groups.

Support Services

Support services are defined as activities necessary to support field operations with equipment and other supplies. Presently, the Division supply section is located at Wompatuck State Park in Hingham. Division supplies are stored there and distributed to the various regional headquarters. Uniforms and specialized equipment needed by Division personnel are maintained at this site. In addition to storage, the supply section issues and maintains accountability for all expendable and non-expendable items necessary to maintain operations on a day-to-day basis. The facility at Wompatuck is also given the responsibility of securing and maintaining confiscated vessels and motor vehicles seized by enforcement personnel.

The Division currently has:

- * 63 police cruiser-type automobiles
- 2 undercover pickup trucks
- 2 patrol vessels (45 and 48 feet long) with all aluminum hull, powered by twin G.M. V-8-71 diesel engines.
- 2 Twenty foot 'Sea-Ox' boats with 150 h.p. outboard motors and trailers
- 18 Smaller boats with outboard engines and trailers

(* The older police cruisers will gradually be replaced with 4-wheel drive vehicles to provide officers with greater mobility on patrol.)

Undercover Operations

Some personnel are assigned to covert type assignments. These include special surveillance of commercial and recreational fishing, shellfishing, hunting, etc. Regular uniformed personnel are occasionally assigned to this type of enforcement activity when merited. Such undercover operations are those which are not performed on routine patrol. Undercover operations this year have resulted in arrests for unlawful commercial use and/or illegal possession of fish and wildlife and their products. Other forms of criminal activity have also been uncovered and prosecuted. This method of operation is productive and will be slightly increased in the coming year.

Hazardous Waste

The Division of Law Enforcement's Hazardous Waste Unit has been in existence since December 1983. At that time, two Natural Resource Officers, Clifton Valler and Gail Larson, were assigned to the Division's Boston office to perform hazardous waste investigations. The unit responds to complaints of illegal hazardous waste activity originating from the Division's field officers and the general public. The Hazardous Waste Unit operates in conjunction with the Department of Fisheries, Wildlife and Recreational Vehicles General Counsel, David Hoover. Mr. Hoover has been appointed Special Assistant Attorney General for the prosecution of hazardous waste cases initiated by the Division. The Hazardous Waste Unit also works on a cooperative basis with the Attorney General's Office, the Department of Environmental Quality Engineering, the Metropolitan District Commission's Environmental Enforcement Unit, the Environmental Protection Agency and the Federal Bureau of Investigation.

Prior to the formation of the Hazardous Waste Unit three Natural Resource Officers, Timothy Clancy, James Hanlon, and Gail Larson, were assigned to the Attorney General's Office as hazardous waste investigators from August 1982 until July 1983. During their term in the Attorney General's Office, the Natural Resource Officers were responsible for the investigation of S & S Automotive Inc., which led to the first successful prosecution of hazardous waste violators under the Commonwealth's new felony hazardous waste statute.

For the period of March 11-24, 1983, all Natural Resource Officers statewide participated in a special program of intensive hazardous waste enforcement. Officers devoted fifty percent of their patrol time to inspections of industrial and wooded areas, searching for possible hazardous waste violations. Officers drove a total of 8,987 miles and expended 1,048 man-hours in the pursuit of hazardous waste violations. 456 inspections of various sites were made, resulting in the submission of 39 hazardous waste reports to the Hazardous Waste Unit. 30 sites were referred to

D.E.Q.E. for administrative action, and 9 sites were held for investigation and intelligence purposes. The unit responded to a total of 55 complaints for FY-84.

On March 17 and 18 of 1984, Officers Valler and Larson attended a conference at Tufts University sponsored by the New England Environmental Network. Seminars attended include: Environmental Law Enforcement, Hazardous Waste Management, The Impact of Hazardous Waste, Hazardous Waste Facility Siting and Risk Assessment, Hazardous Waste Disposal Methods, and Hazardous Materials and Toxics.

The week of April 2-6 of 1984, these same officers attended a seminar on "Personnel Protection and Safety" sponsored by the E.P.A at their Lexington Lab facility. The seminar dealt, in detail, with the different levels of personnel protection required for safe exposure to a variety of hazardous waste substance categories. It included hands-on training with, and the use of, various protective materials.

In May, Officer Larson gave a lecture on Hazardous Waste Recognition and Awareness to the new Natural Resource Officers at the Topsfield Academy.

REGIONAL REPORTS

Region 2 - Submitted by Supervising Natural Resource Officer Daniel Lemerise

July - September 1983

These months found Region 2 very active in forest/parks work; The Walden Pond, Mt. Wachusett and Lake Dennison areas produced many citations due to heavy usage of these facilities. Many complaints were received regarding the misuse of alcohol by youths in these areas. Patrols were assigned to cover early evenings and weekends, when most of the problems occurred. Several times, more than two hundred youths were removed from the Lake Dennison beach and picnic areas due to alcohol abuse. Region 2 was assisted by local and state police. This appears to be a reoccurring problem each spring.

August saw Officer Connor transferred to the 24 district when Natural Resource Officer Lemerise was promoted to Acting Supervisor.

September - November 1983

Gun schools were in full swing. A total of nine schools were completed by mid-October. Many jacking patrols were set up during this period. Use of telemetry equipment was tried for the first time in the Sunderland/Greenfield areas. The area was covered on most weekends, Friday through Sunday. Although no violations were recorded, it proved beneficial. Many cars were detected by the use of this telemetry gear. Several officers of Region 2 volunteered to assist Region 7 for night-jacking patrols in the Sheffield area. Commissioner Bickford and Acting Director McGroary were invited on these patrols. Again, no apprehensions occurred, but many officers learned the effect this equipment could have on future jacking patrols. Region 2 experienced a very active archery season, especially in the newly created High Ridge Wildlife Management Area in Gardner. This was the first time that this area had been opened for deer hunting. Two officers, Thomas Rabbitt and Joseph Paolilli, were assigned this area. They spent many hours on foot patrols and although few citations were issued, many compliments were passed on by the hunters in the area regarding these two officers and the effort they made in the area.

December 1983

This month saw heavy deer week activity. Again, two officers were assigned the High Ridge area. Deer hunting, by shotgun, was done on a permit system - 50 permits per day. Many hours were spent on foot, checking permits, licenses, etc. Again, very few citations were issued which was probably the result of the high visibility of the officers. The rest of Region 2 saw hunting pressure down from the previous year. Several citations were issued. No hunting accidents occurred. All officers spent many hours of their own time patrolling their districts for violations after their shifts had ended.

January - March 1984

Region 2 noted an increase in ice fishing activity. Ice was late in forming this year due to the warm temperatures until January. Several patrols were assigned to Wachusett Reservoir due to illegal ice fishing activity. Many fishermen were cited or arrested for various fishing violations. Several pieces of equipment were confiscated and awarded to the Commonwealth through the court system. Many hours were spent on foot patrols of the reservoir. Almost every patrol produced some kind of violation. Officers Connor, Dickman, Paolilli, Rabbitt, and Lemerise spent many patrol hours in the effort to halt illegal fishing at Wachusett Reservoir.

April - June 1984

During this time, two new officers were assigned districts in the Region after completing the Police Academy at Topsfield. They were assigned patrol districts, 23 and 25. This brought Region 2 up to full manpower for the first time in many years. Both officers were assigned with senior officers during a 'break-in' period.

Extended patrols at Wachusett Reservoir produced a large increase in citations for fishing during a closed season. A large increase in fishing within posted areas at the reservoir was also noted. The smelt run began, but very few cases were booked. Many hours were spent watching the various brooks that feed into the reservoir. Telemetry gear was also used during the smelt patrol. Three officers spent many of their hours assisting Region 5 at Lake Quinsigamond in Worcester, due to the lack of violators at Wachusett Reservoir. A heavy run of smelt occurred for only three nights at Wachusett Reservoir. Due to heavy trout stocking in local ponds, a large influx of fishermen was noted upon area ponds and streams. Many violations were booked. Records indicated a large increase in fishing without licenses especially in the 23/25 districts where they had been vacant for many years. A check with the Town Clerks, in these districts, indicated a large jump in license sales.

Spring floods caused Lake Dennison to overflow in some places. An increase in the water level, up to 32 feet, caused the camping, beach and picnic facilities to close until the July 4th weekend. Patrols were sent into the area to keep people from swimming since the water was found to have a high bacteria count by the local Board of Health. This was caused by raw sewage flowing from bathroom septic tanks and dumping stations located in the campgrounds. Many hours were spent keeping the public from this area. In late June, the waters subsided and many trees, etc. were water-damaged. A thorough cleanup was accomplished by forest and park personnel prior to the park's reopening. When the park opened for the season, it was not filled to capacity as in the past. Fewer citations were issued in the area and less complaints were forwarded to this division.

A total of 1206 citations were issued for this year, up 201 citations from the past year. This included: Chapter 131; 90-B;

130; and 21-4A, forest/parks. It is believed that the increase in citations was the result of two more officers working in the region. Total fines imposed through non-criminal citations and prosecutions equalled \$13,280 for the region...up substantially from last year.

Region 3 - Submitted by Supervising Natural Resource Officer
William Boice

Illegal lobstering activity was one of the major objectives of the Region for the past year. Regional officers took legal action on 197 violations of state laws relating to lobsters. During the year, several boats were seized and libeled. As a result, the courts awarded a 38 foot lobster boat, a 26 foot lobster boat, and 3 aluminum skiffs with motors, to the Division. Region 3 officers continue to receive excellent cooperation from most area courts.

The officers of the region also conducted 18 courses in the safe handling of firearms during the year.

Several cases involving the illegal use, possession and distribution of drugs were detected. Convictions were obtained in most cases. Further training in this field would be extremely helpful to the officers.

An unfortunate incident occurred during which an officer's sidearm accidentally discharged during a nighttime raid on contaminated clam flats and the bullet injured an allegedly illegal clam digger. The officer involved was cleared by the District Attorney's office of any charges of criminal negligence.

Valuable patrol time continues to be lost as the older vehicles require increased repair service. Scheduling has become more difficult with officers doubling up in cruisers, as well as the time spent picking up and dropping off officers without vehicles.

There is a critical need for better communications. No personnel have portable radios and no base station operates after midnight.

Region 4 - Submitted by Supervising Natural Resource Officer
Joseph A. Hunchard

Region 4 encompasses 59 cities and towns with an approximate area of about 1007.17 square miles, a coastline of about 45 miles, and roughly a third of the state's population. The Region starts

in Boston and runs west and south to the Rhode Island State line. It is comprised of seven Natural Resource Officer Districts. A large amount of recreation is available, such as fishing, hunting and trapping along with state parks for camping and other activities. There is ample commercial activity related to clamming, lobstering, and other marine fisheries.

The officers of Region 4 have a diverse amount of activity concerning marine fisheries enforcement monitoring activities at the Boston Fish Pier and at retail and wholesale outlets operating in the Region. Soft-shell clam harvesting needs constant attention as most clams are taken from contaminated areas. The harvesting and handling of these shellfish must conform strictly with current regulations to ensure they are treated in a state operated purification plant. This process is required by the Massachusetts Department of Public Health to protect the consumer.

Region 4 officers, when not working on marine violations, must work on enforcing inland fish and wildlife rules and regulations on ponds, rivers, streams, meadows, and uplands. The officers also devote time to teaching Hunter Safety courses and to public speaking engagements. Extra work details are covered in parks and skating rinks operated by the Department of Environmental Management. In addition, these personnel frequently work with the U.S. Marine Fisheries Service.

More up-to-date equipment is needed, such as portable radios for each officer and electronic night scopes for nighttime investigations.

The following are a few of the more interesting convictions that Region 4 officers have obtained:

Officer Comeau placed three people under arrest for molesting (ie. tampering with, damaging, or removing) lobster gear in waters off Hull, MA. He observed them pulling trawls aboard a small boat. Checking lobsters in the craft, he found seventeen illegal undersized lobsters. At Hingham court on October 26, 1983, the defendants paid \$300 each in court costs and \$100 in restitution to the owner of the lobster pots.

Officer Dolan checking markets at Northern Avenue in the Boston area discovered one with 91 bushels of illegal seed clams. These were seized and turned over to the Division of Marine Fisheries for replanting in the lower Cape Cod area. The dealer was prosecuted in a Boston court.

Officer Mercon arrested five hunters in West Bridgewater. They had illegal possession of one meadowlark and four mourning doves and were found with a Mallard Duck in a closed season. One hunter was charged with having a loaded shotgun in a motor vehicle

Region 5 - Submitted by Supervising Natural Resource Officer
Vincent Caracciolo

Enforcement problems faced by Region 5 include difficulties within some of the District Courts, with the judges and clerks, in obtaining complaints and in some cases prosecutions. There seems to be a lack of interest on the part of some court officials, when it comes to violations of Chapter 130, 131, and 90B. There should be some way to improve this cooperation by increased communication and education. The violation of these Chapters may not be a major infraction of the law, but is still a crime.

Inadequate equipment, especially radio communication equipment, as in the past, is still very poor. The need for portable radios for each officer should be a top priority. With adequate radio communications, each officer would be more effective while on patrol. Radio communication proved to be a very important part of Region 5's success during our smelt-fishing operation. Without the communication assistance we received from the Worcester and Shrewsbury Police Departments, this operation would not have been as successful as it was. Communication is one of the most effective tools for the patrol officer.

More money should be made available for overtime. This money could be utilized for better enforcement, so that the officers' work schedules would not need to be changed. Scheduling without overtime often leaves patrol districts open during daylight hours...violations do not only occur during night-time hours. The present type of crisis management is not the answer to adequate and effective coverage of an officer's patrol district.

Inadequate equipment, especially cruiser supplies and officers equipment, needs attention. There never seems to be enough money on hand for repairs or to replace the equipment needed by officers, which is very important for a law enforcement agency to operate in an effective and professional manner.

Region 6 - Submitted by Supervising Natural Resource Officer
Raymond Guerin

Region 6 officers attended many of the Criminal Justice Training Council (C.J.T.C.) courses offered and expect to continue this inservice training.

The increased number of shellfish transplants out of the New Bedford and Fall River areas have created an added shellfish enforcement problem. Consideration should be given to having Marine Fisheries run the program as they did in past years to reduce the workload placed on Natural Resource Officers.

The receipt of seven new cruisers was a great relief and assisted the officers in having a better patrol year than in the past.

The time spent working with the Department of Environmental Quality Engineering (DEQE) to update the contaminated shellfish paperwork has assisted the officers in preparing and presenting these difficult cases in court.

The addition of a Loran 'C' to our 'Sea-Ox' skiff has assisted Officers Hildreth and Pimental in providing better enforcement from that small boat.

Special Notes:

1. Officer Lucas was injured in a cruiser accident and her work on Martha's Vineyard Island was missed while she was incapacitated.
2. Officers Hildreth and Pimental have led the way in showing what can be done in dragger enforcement with a small boat having the proper equipment. (a) Two prosecutions were successful in court, three are still pending, and they gave one warrant for dragging in a closed area. (b) They obtained a \$2,738 restitution payment for a lobsterman whose lobster gear was damaged by another individual.
3. Officer Lucas obtained, for the state, a \$500 fine from an untagged deer case. She also assisted the State Police and the District Attorney's office in the investigation of a fatal shooting on Cuttyhunk Island.
4. Officer Sylvia obtained, for the state, a \$500 fine in a deerjacking case.
5. Officer Sousa had five prosecutions for contaminated shellfish and all persons charged in the case were found guilty. The equipment used in the illegal operation was seized and libelled.
6. Officer Moran has been a good addition to the region.
7. Officer Studley has performed his new responsibilities as the Firearms Training Instructor for the Division very well, as he does on all assignments.

Region 7 - Submitted by Supervising Natural Resource Officer
Edwin E. Lawler

Region Seven consists of all of Berkshire, Hampshire, part of Franklin and part of Hampden counties and is the largest region geographically in the Commonwealth. A total of ten officers and

one supervisor cover this area.

The number of cases investigated and either brought to trial or settled non-criminally are as follows:

Prosecute	192
Non-Criminal	397
Warnings	229

The total fines collected to date (several cases have not been settled or brought to trial as yet) are \$14,925.

Perhaps our biggest problems in the fall are:

1. Lack of overtime money available which would allow the supervisor to schedule more night patrols without taking time away from day patrols.
2. Poor radio communications (especially west of Goshen).
3. Lack of equipment - Each man should have a portable radio and a beeper so that he could be reached when out of the cruiser.

There has been some dissension in the region this past year and hopefully it will end once the merger situation is settled.

Region 8 - Submitted by Supervising Natural Resource Officer
Donald Fulcher

A second record year for squid in Nantucket Sound did not materialize this spring/summer (1984) and as a result complaints of illegal activities dropped by half from last year.

The black bass fishery by pots has increased during the last two years and, as a result, so have the complaints. The complaints are mostly on draggers fishing in the closed area and other parties molesting gear. This year has seen more enforcement in Nantucket Sound as a result of last years increased fishing activity.

The surf clam fishery operating from New Bedford has seen an increase in the size of the vessels. The old Smith Meal menhaden fleet apparently has been sold and converted to off-shore sea clammers. There is a rumor that a fleet of 15 vessels from the South Atlantic will be working this area and fishing on a new bed of surf clams south of Nantucket Island. This may present a problem if they decide to dredge in state waters off Nantucket and Martha's Vineyard. The National Marine Fisheries Service (NMFS) has imposed a 12 hour a week fishing ban until further assessment is made on the New England surf clam quota. Massachusetts is one

of the coastal states that has a contract with NMFS to enforce regulations on ground fish, scallops, tuna and surf clams.

The tri-state shrimp fishery in the Gulf of Maine was very disappointing last winter for the Massachusetts fleet of mostly Gloucester vessels. As of January 1984, there were 40 vessels registered in the shrimp fisheries.

There are more patrols off-shore, around Stellwagen Bank, utilizing NMFS agents with our large patrol vessels to enforce federal regulations on otter trawl mesh sizes. This enforcement will eventually enhance shallow water fishing by allowing more undersized fish to escape.

As more commercial vessels enter the fishing industry, problems between special interest groups are increasing. The lobstermen complain of molesting by draggers and draggermen complain that their traditional grounds are being saturated with lobster traps. From reports, this seems to be the consensus of other coastal states as well.

The Commonwealth has legitimized its control of all fishing activity in Cape Cod Bay, Nantucket Sound, and north of a line from Eastern Point in Gloucester to Strawberry Point in Cohasset. Enforcement in these areas has increased this year. Eleven draggers had court complaints issued against them for illegal dragging in these areas.

Under the new regulations, draggers are allowed to have ghost traps aboard, with the owner's permission, to take into port. Natural Resource Officers have been notifying the owners, if brands can be found on the pots, of their equipment's location.

The Interstate Sea Herring Management Plan controls the commercial harvest of sea herring in Maine, New Hampshire, Rhode Island and Massachusetts. The Commonwealth has a legitimate state interest in conserving sea herring. A closed season has been adopted in this state for the taking, possession, or landing of sea herring during the spawning season in October. The herring fishery off our shores has attracted vessels from Maine and Rhode Island as well as Massachusetts vessels.

HUNTER SAFETY PROGRAM

Fiscal year 1983 was a building year for the Massachusetts Hunter Safety Program. While we have made great strides in equipment and volunteer instructor training, we did experience a drop off in courses conducted and students graduated. These drops are, no doubt, a direct result of the ever increasing demands made upon the Natural Resource Officer by new programs, expanded responsibilities, and increased technology. It is, therefore, our intention to give the volunteer instructor more responsibility for course planning and presentation, while using the Natural Resource Officers for supervision, evaluation, and for presenting the game law segment of the training course.

The professional staff for Hunter Safety consisted of:

- 1 Hunter Safety Coordinator
 - 1 Hunter Safety Supervisor
 - 1 Public Information Officer
 - 1 Secretary
- (One Hunter Safety Supervisor position was authorized but not funded.)

The volunteer Hunter Safety instructor staff consisted of 216 trained instructors. These can be classified as follows:*

- 201 Basic Hunter Safety Instructors
- 25 Bowhunter Instructors
- 2 Trapper Ethics Instructors
- 5 Primitive Firearm Instructors

* Some instructors are certified in more than one phase of training.

The new Bowhunter Training Program has taken a giant step in this fiscal year. In cooperation with the National Bowhunter Education Foundation, Massachusetts is well on its way to having a program, second to none in this sport. To this end, Natural Resource Officers and Bowhunter Instructors were assigned to training seminars conducted by William Wadsworth, National Training Chairman of the National Bowhunter Education Foundation. The Program's Coordinator and Hunter Safety Supervisor also attended a week-long training course for Master Bowhunter Instructors.

Student participation in fiscal year 1983 was:

Basic Course Students	2674
Bowhunter Students	463
	+
Total	<u>3137</u>

MARINE FISHERIES COOPERATIVE
LAW ENFORCEMENT CONTRACT

This Division has been working under contract with the Law Enforcement Branch of the United States National Marine Fisheries Service since 1979. This contract coordinates the efforts of the United States Coast Guard, National Marine Fisheries Service, and the Massachusetts Division of Law Enforcement in enforcing Public Law 94-265 Fishery Conservation and Management Act of 1976 as amended (F.C.M.A.), Marine Mammal Protection Act of 1975, the Endangered Species Act of 1973, the Giant Blue Fin Tuna Act of 1975, and the Lacey Act as amended.

During fiscal 1983, the Division received \$90,000. These monies were utilized in the following manner:

1. Maintenance of Division equipment ie. motor vehicles, off-shore patrol vessels, two 'Sea-Ox' skiffs.
2. Overtime pay for 34 coastal officers.
3. The salary of one Program Manager III to administer federal projects in the Division.
4. The salary of one Principal Clerk working in the Boston office on two federal programs.

The objective of the current contract is to increase enforcement of these federal laws by utilizing the personnel, vehicles, and other resources of the Commonwealth. This additional enforcement will include the services of all state officers deputized by the National Marine Fisheries Service. These 34 officers were deputized as Deputy Special Agents (NOAA). Such Special Agents assigned to District II (Massachusetts) are a vital tool for both federal and state agencies. During regular assigned duties, these agents and the Natural Resource Officers constantly enforce both state and federal fisheries laws.

Special patrols and emergency response are provided when requested by the Senior Resident Agent or Project Coordinator. Service costs are projected at \$14.50 per man-hours per day, \$100.00 per vessel hour, and \$225.00 per aircraft hour.

Aside from financial support to the Division, the contract has created a closer working relationship with the U.S. Coast Guard. Their sea-going vessels and airbourne craft are now readily available to this agency with just a phone call. With such Coast Guard support, our officers are able to cover large areas efficiently, saving dollars in personnel time and equipment wear. The working relationship has been, and continues to be of benefit to all agencies.

CITATIONS

The following is a breakdown of all prosecutions, warnings and non-criminal citations by violation type.

INLAND OFFENSE	Warnings & Prosecutions	Non-Criminal
Lack of fishing, hunting & trapping license	595	525
Violation of hunting, fishing & trapping regulations	276	343
Hunting, fishing & trapping on posted land	97	359
Loaning, altering, and forging permits/licenses/certificates issued under Chapter 131	3	1
Illegal disposal of refuse while hunting, fishing or trapping	2	3
Failing to display fish, birds, mammals, ammunition, and equipment	2	1
Entering buildings and land set aside for scientific & propagation purposes	6	0
Lack of field trial permits for training dogs with firearms	1	0
Illegal methods of taking fish, such as spearing, bow & arrow, etc.	6	9
Dogs chasing deer with owner responsibility	5	6
Lack of propagation permits	4	3
Illegal fish traps, nets, seines, hooks, and number of ice fishing tilts	34	35
Failure to produce or display license	134	2
Expired licenses ;false statements	69	61
Sunday hunting with possession of firearms	15	17
Illegal taking of shiners for bait	2	1
Loaded shotguns, rifles, other firearms in motor boats, motor vehicles, and airplanes	44	2

INLAND OFFENSE	Warnings & Prosecutions	Non-Criminal
Hunting near highways & dwellings	4	31
No waterfowl stamp and no archery/ primitive firearm stamp	4	0
Hunting from a motor vehicle, snowmobile, aircraft or watercraft	4	0
Possession of shotgun shells containing buckshot, slugs, bb shot, and air rifle shot during closed season on deer	16	6
Not wearing 500 sq. inches of hunter orange	8	54
Possession of ferrets	1	0
Unregistered traps	2	5
Use of steel leghold traps	9	0
Violations of rules & regulations on public shooting grounds	2	0
Hunting in closed state parks & reservations	6	9
Hunting and trapping in wildlife sanctuaries	1	0
Careless or negligent use of weapons	2	0
Improper use of deer tags, etc. while transporting deer	12	13
Destruction of eggs and nests of certain birds	2	0
Use of trap net or snare	2	0
Illegal handling of firearms by minors	2	0
No dealer's license for food purposes	1	0
Possession of certain firearms between $\frac{1}{2}$ hour after sunset to $\frac{1}{2}$ hour before sunrise	1	0
Hunting with dogs during deer season	1	0
Careless or negligent use of firearms resulting in damage to property or livestock	1	0

INLAND OFFENSE

Warnings & Prosecutions

Non-Criminal

Possession of a rifle taking
ammunition larger than 22 under
certain conditions

1

0

Hunting with artificial light

1

0

Importing live fish without a permit

1

0

Fires without a permit

3

0

Failure to wear license in a visible
manner

4

2

Violations of rules & regulations
on use of bow and arrow

0

11

Unpermitted use of poison to exterminate
English sparrows and starlings

0

2

Misc.

1

0

MARINE OFFENSE

Warnings & Prosecutions

Non-Criminal

Illegal supply of shellfish tags
& labels; false recording of
contents on tags & labels

18

15

Illegal sale of scallops; soaking
scallops; scallops not in shell;
false marking of scallop containers
and carriers

30

19

Taking edible crabs during closed
season

7

0

No display of license numbers &
buoy colors

23

31

Commercial Permits & Certificates;
issuance; transfers; wholesale
dealer permits; regulated marine
fisheries permits; rules & regulations;
cancellation; revocation; fines

36

36

Violations of Marine Fishery Regulations

8

19

Illegal possession or taking of
seed quahogs, clams or oysters

18

10

Taking or selling female lobsters
bearing eggs

8

8

MARINE OFFENSE	Warnings & Prosecutions	Non-Criminal
No permits to take shellfish from grossly contaminated areas for bait use	24	22
Sale or possession of short lobsters or mutilated lobsters	75	67
Seizure of lobsters or lobster meat	2	0
Failure to mark buoys and traps; failure to display license	24	29
Violation of license regulations related to lobsters and crabs	1	1
Failure to display fish upon demand	1	0
Destruction or injury to weir, pound net, or fish trap	5	0
Public health violations regarding contaminated shellfish areas	59	51
Illegal importation of shellfish for consumption: illegal certification, labeling of containers	3	1
Illegal marking of barrels, boxes or other containers of lobsters or lobster meat	3	0
Taking of female lobsters bearing eggs while fishing or landing	0	2
No permit to take shellfish from mildly contaminated areas with subsequent purification	0	7
Misc. charges	3	3

OTHER OFFENSES	Warnings & Prosecutions	Non-Criminal
Illegal possession of firearms under Chapter 140 S.131: no license to Carry or Possess	2	0
Minor transporting alcoholic beverage under Chapter 138 S.34(c)	13	0
Issuance of certificate of fitness to registered pharmacist: Chapter 138 S.30	4	0

OTHER OFFENSES

Warnings & Prosecutions

Non-Criminal

Boat sound devices: Chapter 90B S.22	3	0
Boats, rules of the road: Chapter 90B S.26	5	0
Boat Horsepower: Chapter 90B S.2	22	0
Boat Length: Chapter 90B S.25	8	0
Application for renewal of number: Chapter 90B S.8	3	0
Operating under influence of alcohol or drugs: Chapter 90 S.24	6	0
No operator's license in possession or regulation in possession: Chapter 90 S.21	4	0
Motor vehicle license: Chapter 90 S.10	2	0
Registration numbers: Chapter 90 S.5	3	0
Public Health: Chapter 94C S.32	4	0
Board of Health: Chapter 94C S. 34	6	0
Controlled substances: Chapter 94C	4	0
Controlled substances, Heroin, Marijuana: Chapter 94C S.34	19	0
Red or Blue light display off: Chapter 90 S.7e	2	0
Motor vehicle running: Chapter 90 S.13a	2	0
Trespassing: Chapter 266 S.120	18	0
Trespass with motor vehicles: Chapter 266 S.121a	14	0
Larceny: Chapter 266 S.30L	3	0
Nunchaku (Dangerous Weapons): Chapter 269 S.10	6	0
Assault and Battery: Chapter 265 S.13a	2	0
Removal & damage to stone walls: Chapter 266 S.105	1	0
Breaking & entering: Chapter 266 S.21a	1	0

OTHER OFFENSES

Warnings & Prosecutions

Non-Criminal

Breaking & entering into a boat or ship: Chapter 266 S.16	3	0
Assault & battery on police officer: Chapter 265 S.13d	2	0
Removal of trespass signs: Chapter 266 S.122	2	0
Disposal of rubbish, etc. on highways, coastal waters and inland waters: Chapter 270 S.16	6	0
Lewdness in speech & behavior, disorderly persons, disturbance of the peace: Chapter 272 S.53	3	0
Disposal of rubbish near highways, inland and coastal waters (Litter): Chapter 270 S.16a	2	6
Buying & receiving stolen property: Chapter 266 S.60	1	0
Forests & parks: Chapter 21 S.4a	220	0
Public Access Board, regulations, equipment, etc.: Chapter 21 S.17a	21	0
Entry upon property, investigation or inspection, examination of records: Chapter 21 S.40	1	0
Public Welfare, contributing to delinquency of a child	3	0
Misc.	68	1

AWARDS PRESENTED
to the Division & Natural Resource Officers

Shikar Safari Club International
Wildlife Officer of the Year

Each year Safari Club International contacts each U.S. state and Canadian provincial wildlife agency and requests the name of a wildlife or conservation officer of outstanding merit. The officer chosen to receive this Wildlife Officer of the Year Award is presented with a pewter plate, parchment scroll certificate, and letter of congratulations to honor his or her achievements. The recipient is also informed by the club that a significant contribution has been made in his or her name to the National Foundation for Conservation and Environmental Officers, to aid the widows and orphans of conservation officers killed in the line of duty.

This year's recipient of the Massachusetts award is Natural Resource Officer Thomas Schnare. Officer Schnare has been with the Division since 1980 and is assigned to the 55 District covering West Brookfield, Brookfield, Sturbridge, North Brookfield, East Brookfield, Southbridge, Spencer, Charlton and Dudley. He is dedicated and always willing to put in that extra effort to improve service to the public. As someone always available, neat in appearance, and displaying good judgement, Tom is a good example of a thoroughly professional officer. In his past performance as president of the Natural Resource Officers Association, he had carried out difficult duties with a high degree of concern and success on behalf of its membership.

Conservation Law Enforcement Chiefs Association
Officer of the Year Award

This award is given annually at the Northeast Wildlife Conference and presented at Ocean City, Maryland. This year Massachusetts Natural Resource Officer Robert Studley was the recipient. Officer Studley has been with the Division since 1972 and is assigned to District 69 consisting of Bourne, Sandwich, Mashpee, Falmouth and Gosnold. Bob has proven to be a dedicated officer with excellent decision making ability. He has spent a great deal of time creating a better public image for the Division and frequently has speaking engagements with sporting groups, schools and at other public functions... often on his own time. He is always neat and professional in appearance and sets a good example for other officers in the Division.

Massachusetts Lobstermen's Association Awards

Assistant Director Sam Ameem received a Law Enforcement Administrator of the Year Award for his responsiveness and management of field operations.

Natural Resource Officer (Boatman) Phil McMann received the Warden of the Year Award for his work in the apprehension and seizure of the dragger 'Sicily'. This seventy foot vessel was seized and the crew arrested for possession of 1087 short and egg-bearing lobsters. The case resulted in fines of \$9,208 and was a definite factor in deterring other potential violators.

DIVISION EVALUATION

At the end of fiscal 1984, a division evaluation form was sent to all personnel in order to determine the officers perception of progress during the past year and to obtain suggestions for future improvements. A copy of the memorandum followed by a summary of results is included below.



The Commonwealth of Massachusetts
Department of Fisheries, Wildlife & Recreational Vehicles
Division of Law Enforcement
100 Cambridge Street, Boston 02202

TO: All Personnel

FROM: Allan McGroarty, Acting Director *AM*

SUBJ: Division evaluation and informational questionnaire

DATE: June 28, 1984

FY 83-84 is drawing to a close. During the past year we have been trying to identify problems, gain increased recognition and give a sense of planning and direction to the division. I think we have been successful; However, if everyone else in the division does not see any progress made our goals have not been reached.

It would be very helpful in evaluation of the past year and planning for next year if the following questionnaire is filled out and returned to this office by July 9, 1984.

The first portion will contain questions relative to your evaluation of the division as a whole. Recognizing that the impending merger has had a great impact on officers feelings please do not include any opinions on the merger or consider it in any way when answering the following questions.

1. Has the Division provided opportunities for you to attain your desired career goals.
- | | |
|-------------------|-------------------|
| <u> </u> | <u> </u> |
| yes | no |

a. If not list opportunities you would like to have happen

2. On a scale of 1-10 rate the following division functions as to your level of satisfaction. One being the highest and ten the lowest. Indicate on the right if you feel any improvement has been made in the past year.

	YES	NO
mailing of regulations _____	_____	_____
mailing of checks _____	_____	_____
communication _____	_____	_____
written _____	_____	_____
radio _____	_____	_____

	YES	NO
newsletter_____	_____	_____
issuing of supplies(police supplies forms)_____	_____	_____
training_____	_____	_____
media coverage_____	_____	_____

What is your level of job satisfaction_____

Has it improved the past year_____

no yes

Do you feel the incentive plan and trophys are beneficial _____

no yes

Have you read the division mission statement and goals for FY 1984-85_____

yes no

The following section will be for information only at this time, or will aid in determining interest levels for future planning.

Do you have an associate degree? _____ If so in what area.

yes no

Do you have a bachelors degree _____ If so in what area.

yes no

If the Division set up opportunities for specialization which of the following areas would you be interested in

1. Search & Rescue team
2. Diving team
3. Covert assignments
4. Public relations
5. Accident investigation (division accidents)
6. Training

What other areas of specialization do you feel would be beneficial to the division.

6 Would you volunteer to be a member of a division honor guard who would be present at funerals and represent the division at public functions, shows and parades? _____

yes no

7 Thomas Rabbitt is trying to organize interest in a running team to represent the division. Jerry Santos, Tony Wolski, Tim Carroll, Wayne Galanto, Bill Ramsey, Marion Larson, Terry Davis, Tony Tranchese, Gail Larson, Vernon Carter and Allan McGroary anticipate entering the 6.2 Lowell Oceanfest race. Would you be interested in participating in this or other road races? _____

no yes

Thanks for taking the time to promptly fill out and return this questionnaire. We can look forward to working together to improve the division in the coming year. Please, add below any comments you think beneficial.

Summary

Question 1 on opportunities for career goals was answered yes by 31 officers, no by 19 officers, and left blank by 2.

The responses to question 2 are in the adjacent table.

All personnel except 4 had read the mission statement and goals for fiscal 1985.

Fifteen officers have bachelor degrees that include the following subjects: history, anthropology, geography, law enforcement, environmental science, marine transportation, forestry, administration, education, sociology and biology.

Eight officers have associate degrees that include the following subjects: law enforcement, agriculture, park management, liberal arts.

Interest in six areas of specialization were indicated. These areas and the officers' responses are detailed below.

AREA OF SPECIALIZATION	OFFICERS INTERESTED
Search & Rescue	15
Diving Team	10
Covert Assignments	24
Public Relations	15
Accident investigation	
(Division cruisers)	2
Training	9

Other areas of specialization mentioned by officers included:

Federal grants	Mounted patrol
K-9 Unit	Strike force or tactical unit
Division mechanic	Aerial surveillance
Emergency Medical Technician	Pistol team
Live Animal Control Unit	Stress counselling

Nineteen officers indicated an interest in participating in a Division honor guard and nine were interested in a running team.

Some of additional comments are listed below:

Communications a problem
Need for procedure or policy inventory search of motor vehicles
Better uniform
More four-wheel drive vehicles
More training
Chapter 90 citation books
Covert unit
Stricter enforcement of uniform appearance

Creation of Senior Natural Resource Officer positions
 Job enrichment
 Management training
 Better equipment
 Investigative unit
 Increase interagency cooperation
 More accurate record keeping
 Vehicle assigned to each boat
 Performance evaluation for supervisors by subordinates

DIVISION OF LAW ENFORCEMENT
 QUESTION #2 EVALUATION QUESTIONNAIRE RESULTS

QUESTION #2 EVALUATION QUESTIONING RESULTS						Improvements In Past Year	
	Poor	Fair	Average	Good	Excellent	YES	NO
Mailing Regs	////////////////////					26	9
Mailing Checks	////////////////////					23	11
Written Communications	////////////////////					32	3
Radio Communications	////////////////					13	24
Newsletter	////////////////////					33	1
Supplies	////////////////////					18	16
Training	////////////////////					32	3
Media P.R.	////////////////					17	15
Job Satisfaction	////////////////////					36	12
						In Favor	Opposed
Incentive Program						22	25

DIVISION GOALS FOR FISCAL 1985

POLICY GOAL #1

DEVELOP A HIGHLY VISIBLE, PROFESSIONAL, EFFECTIVE LAW ENFORCEMENT UNIT THAT IS CAPABLE OF PROVIDING ADEQUATE COMPLIANCE WITH ALL MANAGEMENT STATUTES AND REGULATIONS THAT PROTECT ALL NATURAL RESOURCES OF THE COMMONWEALTH.

A. Outcome Objective

To have one division responsible for all environmental and recreational law enforcement, educational and public safety responsibilities that now exist in both the Division of Law Enforcement (DLE) and the Division of Marine & Recreational Vehicles (DMRV).

Actions

1. Meet with the Division of Recreational Vehicles, the Commissioner's representatives and personnel to formulate an acceptable merger proposal.
2. Meet regularly with a committee appointed by the Natural Resource Officers Association and the Recreational Vehicle Officers Association to resolve contractual issues affected by the proposed merger.
3. Meet with all personnel from both agencies at regional and Division meetings to keep everyone informed and to receive input from field officers.
4. Write a legislative bill with the assistance of the Commissioner's staff for submission to the legislature.
5. File a late bill in the 1984 legislative session that would implement the proposed merger.

B. Outcome Objective

To use the existing manpower within the Division as effectively as possible.

Actions

1. Have all inland supervisors follow an established format to prepare a regional enforcement plan that: identifies annual problems and locations, gives a solution to the problem, lists manpower requirements, equipment needs and approximate cost to the Division.
2. Have all coastal supervisors prepare a coastal enforcement plan that identifies and coordinates enforcement activities throughout the entire coast.
3. Compile all plans, coordinate activities, establish division priorities, and assign equipment and manpower accordingly. Final plans will be put in writing and distributed to all personnel so

everyone is aware of these priorities and their individual responsibilities.

4. Enter into an agreement with the University of Massachusetts to utilize student work projects and Master Degree candidates to research and establish criteria for determining Division workload and comparison of districts.

C. Outcome Objectives

Improve the effectiveness of support services, information, records and paperwork flow management.

Actions

1. Revise and update criminal and non-criminal filing system.
2. Revise data collection system through the use of a monthly work summary to enable the Division to compile an annual report.
3. Compile a paperwork flow master plan that will insure accountability and timely distribution of all paperwork.
4. Meet with Department of Environmental Management (DEM) personnel to discuss the transfer of the radio room to the Division of Law Enforcement.
5. Submit a proposal to the Commissioner that can be presented to the Secretary for the transfer of the radio room from DEM to DLE.
6. Submit a proposal and budget request to provide the Division with computer capability.

D. Outcome Objective

To have all officers act in a highly professional manner, be thoroughly up to date on new techniques and laws, and take pride in themselves and the Division. To protect the Division and its officers from liability suits brought as result of police misconduct or lack of training.

Actions

1. Establish written policy and procedure in all areas where uniformity and liability protection is necessary.
2. Establish a better performance evaluation system.
3. Provide a minimum of 40 hours of in-service training annually. Included would be mandatory firearm requalification and CPR, first responder certification.
4. Allow and encourage officers to attend pertinent Criminal Justice Training Council courses.

E. Outcome Objective

To have the Division actively involved in the prevention of illegal hazardous waste disposal.

Actions

1. Assign two officers on a temporary basis to hazardous waste investigations.
2. Assign four officers and one supervisor to hazardous waste should a proposal for a division merger become reality.
3. Develop a reporting system that can be utilized by all field officers for public hazardous waste violations.
4. Develop and utilize a standard investigation form for monitoring progress on all investigations.
5. Maintain files of all information received in a manner that can be easily retrieved and cross checked.
6. Develop a working relationship with Public Health, Environmental Quality Engineering, and other agencies in the hazardous waste field.
7. Develop and follow through on any information that will lead to a criminal conviction or elimination of a particular problem.

POLICY GOAL #2

TO HAVE ALL CITIZENS OF THE COMMONWEALTH AWARE OF THE DIVISION AND ITS PURPOSE AND TO RECOGNIZE IT AS A PROFESSIONAL, COMPETENT LAW ENFORCEMENT AGENCY THAT IS ATTUNED TO THE NEEDS OF THE SECRETARY OF ENVIRONMENTAL AFFAIRS, THE PUBLIC AND THE VARIOUS CONSTITUENCIES THAT DEPEND ON ITS SERVICES.

A. Outcome Objectives

To raise the Division's image with the public and legislature.

Actions

1. Attendance at sportsmen's and environmental related shows will be come part of the regular duties of Division officers.
2. Newsworthy items will be relayed to the appropriate media on a regular and timely basis.
3. Division personnel will regularly attend constituency meetings.
4. Officers will speak on Division activities at schools and public functions.
5. A slide presentation depicting all aspects of the Division's work will be put together and made available for speaking engagements.

6. Contact will be made and a list compiled of media persons and outdoor writers who provide favorable coverage of the Division and its activities. These individuals will be given the first opportunity on items of interest.
7. Both coastal patrol boats, the Jessie and the Evelyn, will have a division seal and the wording, 'Division of Law Enforcement' affixed to the vessels.
8. Officers will be in uniform and present a neat professional appearance to the public unless a particular assignment requires otherwise.

POLICY GOAL #3

TO CONDUCT HUNTER EDUCATION PROGRAMS THROUGHOUT THE COMMONWEALTH USING NATURAL RESOURCE OFFICERS AND VOLUNTEER INSTRUCTORS THAT WILL PUT A SAFER MORE ETHICAL HUNTER IN THE FIELD AND FOSTER BETTER RELATIONS BETWEEN THE HUNTING AND NON-HUNTING PUBLIC.

A. Outcome Objective

To teach 7000 students in fiscal 1985 and increase the number of volunteer instructors from 125 to 300.

Actions

1. Institute an active recruitment program among sportsmen's clubs.
2. Conduct regional training sessions to increase proficiency of current instructors and train new instructors.
3. To have a base number of permanent Hunter Safety courses at a set time and place each year.
4. Expand program to include muzzle-loading safety and trapper ethics training.
5. Include live firing for all students by September 1, 1985.
6. To file legislation in 1985 to make the Hunter Safety course mandatory for all first time hunters.

0790 000

